



Special points of interest:

◆ SMART Supervision

◆ PPP Annual Awards

◆ New AICs

Inside this issue:

Highlighting the GOC	3
Annual Award Winners	4
Mark Hart Award	5
HSS Conference Highlights	6
PPP's New AICs	7
To Your Health	8
Internal Audit	8
Financial Talk	9
Legal Eagle Focus	9
Promotions	10
New Attorney	10
2012 Retirees	10
New Hires	10
Expungement vs. Pardon	11
Career Fairs	11
Criminal Justice Conference	12
SC-NABCJ Conference	12
CODE	13
Halloween 2012 Stats	13
Social Networking	13
Operation Clean Streets	14
Successful Adjudication Tips	14
Mark Your Calendar	15
PPP Book Nook	15

THE INFORMER

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DIRECTIONS



Kela E. Thomas
Director

The Department's continued commitment to evidence-based supervision strategies have again resulted in the reduction of recidivism and the impact of compliance revocation admissions to SCDC while maintaining public safety. The following reductions from the FY 2010 baseline date have been achieved for FY 2012:

34% (-1,114) Reduction of compliance revocation admissions to SCDC
 26% (-1,491) Overall reduction in supervision revocation rates
 31% (-1,461) Reduction in compliance revocation rates
 3% (-30) Reduction in new offense revocation rates
 36% (-9,875) Overall reduction in the issuance of legal process (warrants/citations)
 43% (-2,708) Overall reduction of administrative hearings

In addition:

COMPAS: As of November 30th 8,155 COMPAS assessments were completed on new admissions, legacy cases, and parole cases eligible for release consideration.

Justice Reinvestment Initiative: The Bureau of Justice Assistance (BJA) approved pass-through funding of \$364,694.48 to design a graduated sanction and incentives matrix to supplement the use of the COMPAS risk/needs assessment tool; develop a stakeholder curriculum and outreach strategy; and assess data systems and evaluation capacity.

Smart Probation: The Department was awarded \$500,000 by the Bureau of Justice Assistance to provide intensive leadership training for of front-line supervisors and managers, training and on-going coaching of agents to ensure proficiency in core correctional skills, and promote collaborative partnerships with treatment providers.

Charleston County-"Project Fresh Start" Program: Developed an evidence-based strategy to conduct workshop targeting offender decision making and criminogenic needs for medium- and high-risk offenders.

Oconee County-Innovative Strategies and Administrative Sanctions: Developed an innovative strategy to pro-actively address financial violations through graduated administrative sanctions through "counseling sessions" with the offender, agent, Agent-In-Charge and a member of the offender's family.

Leadership Development: The Department developed and facilitated its first leadership development class for all staff.

Grant Funding: The Department received a total of \$1,128,500 in grants funds this year.

I realize we have many success stories that led to these accomplishments and they are too numerous to mention. Thank you for assisting victims, holding workshops, mentoring offenders, meeting with the community and serving warrants in other counties as needed.

I am looking forward to 2013, please join me as we look forward to another successful and productive year!

Let's Continue to Work the Work!

S.M.A.R.T Supervision Strategies

Achieving Goals through Planning, Perseverance and Partnerships

For some justice-involved individuals, the revolving-door of the criminal justice system has lessened the deterrent effect of incarceration and resulted in steep incarceration rates for those individuals who could

be reasonably rehabilitated with greater success in the community with the use of effective community correctional strategies. Throughout the country, probation and parole agencies are embracing supervision strategies that have been empirically proven to be effective in reducing the rate of recidivism while alleviating some of the burdens on prison systems caused by technical violators and low risk offenders. With the implementation of the Sentencing Reform Act of 2010, the state of South Carolina and the Department is progressively becoming one of the leaders in the criminal justice system by implementing strategies which not only hold offenders accountable but prepare offenders for the eventual return to the community as law-abiding and productive members of society.

One of the most significant provisions of the Sentence Reform Act of 2010 was the mandate for the Department to use an actuarial risk and needs assessment tool. The purpose of this scientifically-based assessment tool is to guide community correctional practitioners in making informed decision for offender case classification (e.g. supervision levels) and case management while for those individuals under some type of community supervision program. Through the use of, what is now considered, a fourth generation risk and needs assessment instrument and through the use of evidence-based strategies, community correctional organizations can allocate limited resources with the highest assessed risk and needs.

Using a risk and needs assessment tool is only the first step of many in determining the optimum approach in



addressing the criminogenic needs of those offenders who are deemed highest at risk to commit more crimes. Once the factors that are related to divergent behavior have been determined, the next step is determining how the needs of the offender will be addressed in the community considering the barriers to adequate treatment options that are inevitable in nearly every jurisdiction throughout the state. One way to begin addressing the crime-producing needs, in which there are resources available, if needed, is to engage the offender in the case planning process. The case planning process involves engaging in a collaborative partnership with the offender and external stakeholders (i.e. treatment providers, natural support system in the community etc.) to set goals for successful supervision outcomes. Therefore, in order to ensure proper preparation is achieved when establishing a case plan with an offender it is important to set goals in a smart way.

By applying the acronym S.M.A.R.T. to the goal-setting process, the groundwork can be established for achieving goals such as obtaining employment or maintaining sobriety. In order to be a S.M.A.R.T. goal, the goal you selected must be: S-Specific, M-Measurable, A-Attainable, R-Relevant and T-Time bound. For example, a S.M.A.R.T. goal could be to obtain an advanced degree in a two-year accounting program at a local college or university. Not only is the goal specific by indicating an exact course of study or program within a particular time-frame, but it is also measurable. Upon successful completion of the program, you would receive a diploma which is also attainable and relevant due to possibility of new job opportunities.

As community correctional professionals, it is important for us to recognize the significance of setting "smart" goals while developing effective supervision plans. Additionally, it is necessary that we engage offenders and external stakeholders (e.g. treatment providers) in the case management process to ensure successful supervision outcomes. In order to do so, it is imperative we develop an understanding of the purpose of a case planning while setting goals with offenders that are specific, measurable, attainable, relevant and time-bound...or simply-put ..."SMART"!

*Submitted by Shaunita M. Grase
Director Evidenced-Based Practices, Field Operations*

County Highlight: GPS Operations Center

The GPS Operations Center began operations at midnight September 10, 2007 with less than 50 offenders on GPS monitoring. The GOC was opened to be the first line of notification for all GPS alerts, to assess alert information and determine the initial response to alerts.

The functions performed by the GOC include contacting the offender to address alerts and instruct offenders on steps to resolve the alert. When necessary, the GOC will contact the GPS responder agent to investigate further in order to try and clear alerts.

When the GOC opened, there were four full time GOC Agents and one Team Leader stationed at the GOC as well as several PT agents who would work overtime to fill needed shifts.

After five years, without a single day of closing, the GOC now has multiple duties on top of the original functions. Included in the day-to-day operations of the GOC, the now seven full time Agents and one Team Leader are responsible for the following:

GPS Monitoring

There are currently 450 offenders on GPS, satellite full-time tracking. PPP monitors Jessie's Law offenders; some sex offenders that do not fall under Jessie's Law and Community Supervision offenders convicted of violent crimes for six months.

EM Alerts

The GOC handles EM alerts once per shift. Emails are sent to the Supervising Agent and the AIC of the supervising county for further investigation/response. There are currently about 170 offenders on EM in addition to the 450 on GPS.

GPS Reviews

GOC Agents conduct two reviews per offender per week to ensure the offender is at the least receiving tracking points, charging unit and to monitor for any anomalies with the GPS equipment.

SLED Assistance

Assist SLED, as well as any other local, state or federal agency within the South Carolina Information and Intelligence Center (SCIIIC) to identify and locate potential suspects, gang members, and persons of interest.

NCIC

Respond to hits after normal business hours, fax copies of warrants to arresting agencies and provide additional information as needed in identifying wanted

subjects who have been arrested. Check wanted status for vehicles, weapons, etc as needed by county offices while in the field

Radio

Monitor and respond to all county offices via the radio for warrant teams, special events and after hours needs.

Warrantless Search Requests

Handle calls from any Law Enforcement agency in the state inquiring the Warrantless Search status of anyone they believe to be under supervision pursuant to the Reduction of Recidivism Act of 2010.

With almost 450 offenders now on GPS Monitoring, numerous state, local and federal law enforcement agencies rely on easily accessible investigative information and the GOC's staff's continued dedication to working night shifts, holidays and weekends.

The Center gets an average 11 alerts per shift, with the busiest shift being the second, 4 p.m. to midnight. But of course it is constantly busy with all its additional duties. It has become a "go-to" place for other law enforcement agencies to call at any and all hours of the day.

"The GOC continues to be an asset to not only our agency's internal and external customers, but also the citizens and taxpayers of South Carolina," said GOC Team Leader Jesse Rosier.



GOC Team Leader Jesse Rosier demonstrates the tracking technology that allows the GOC to know the whereabouts of hundreds of sex offenders 24/7. The center has operated for five years and was the Office of Excellence this year.

*Submitted by Peter O'Boyle
Director of Public Information, Executive Programs*

PPP Annual Award Winners

Supervisor of the Year
TODD GRAHAM
Agent-In-Charge, Barnwell County



Agent of the Year
CRYSTAL OWENS
Agent, GPS Operations Center



Employee of the Year
QUINCY WILLIAMS
Network Manager, Strategic Development
and Information Technology



Administrative Support Staff of the Year
BETH BRADLEY
Human Services Specialist, Cherokee County



PPP Office of Excellence: GPS Operations Center



Pictured (From Left): Director Kela Thomas, Wesley Hunter, Tiffany Dye, Duane Newson, Team Leader Jesse Rosier, Crystal Owens, Latisha Fludd, Ra'Shad Brown, Supervisor Mitch Tucker, and Divisional Manager Rebecca Raybon.

Mark Hart Agent of the Year: Crystal Owens

SCDPPPS' 2012 Agent of the Year Crystal Owens of the GPS Operations Center also received the 2012 Mark Hart Award during the Alston Wilkes Society's 50th Annual Meeting and Awards Luncheon held November 15th in Columbia. Parker Evatt, the first Executive Director of the Alston Wilkes Society, was the guest speaker. This Award is given in honor of a Spartanburg County Agent who was instrumental in recruiting and mentoring new Agents. Mark was diagnosed with terminal cancer at the age of 27. He continued to exhibit a positive attitude and was never heard to say "why me?" The annual Alston Wilkes Probation and Parole Agent Award was named for him. In the photo, Director Kela Thomas is shown with Agent Owens.



HSS Conference Highlights

On October 12th the Department held its first Human Services Specialist Training Conference at the Bill Rogers Community Connections Center at the South Carolina Department of Juvenile Justice. Appropriately titled “*Administrative Professionals, the Pulse of the Office: Making it Happen and Getting it Done,*” the conference served as an appreciation for our wonderful Human Service Specialists while also providing helpful career development training and networking opportunities. With the ever changing duties and demands of our job, the one constant is: **the Administrative Professionals are the backbone of the office.** They are often the first persons to interface with the public and the make daily decisions that impact the office and the Department. As the first voice and face that our public encounters via the office phones or visits, The Department is appreciative of the difference they make in the workplace. Ensuring a professional and knowledgeable staff is paramount to our success as an Agency.

Training topics included *Counterfeit Currency* taught by Secret Service Agent Thomas Blackburn, *Trust Accounting* by Trust Accounting Supervisor Susan DeMoya, *Office Safety* by Special Operations Director Randy Bumgarner, *Evidence Based Practices* by Evidence Based Practices Director Shaunita Grase, *Professionalism: Dress with an Image* by Dress Consultant Linda Thomas, and Prevention Partners Representative Ramsey Makhuli.

Over one hundred attendees participated in the event and the feedback was extremely positive. An Award for Dedicated Service was presented to Human Services Specialist Katie McFadden of Williamsburg County for her 37 years of devoted service to the Department. The conference planning team, led by chair Training Coordinator Jacqueline Baker (TCPD) included Human Services Specialists Summer Barnett (Spartanburg), Debbie Dickerson (Anderson), Beulah Vernon (Georgetown) and Victim Services Specialist Andrea Fogle (Orangeburg). Other volunteers included had Training Compliance and Professional Development Director Melissa Ray, Training Coordinators Stephen Gunnells and Katie Boyd, Administrative Assistant for Administration Larissa Chess. Administrative Assistant for Parole and Pardons Dawn Nichols, Administrative Assistant for Field Operations Ruth Ann Cartwright, Program Assistant Cathy Foust, and Lexington County Office Manager Billie Ann Lundy. Plans for the 2013 HSS Conference are already underway.

*Submitted by Katherine (Katie) Boyd,
Training Coordinator, TCPD, Administration*



The 2012 HSS Training Conference Planning Committee and Volunteers



Fiscal and Materials Management's Susan DeMoya gives a presentation on Trust Accounting procedures.

Grand prize drawing winner Jennifer Long of the Newberry County Office won a 3-day camping trip to the Cypress Camping Resort in Myrtle Beach.



Congratulations to PPP's Newest Agents-In-Charge

Beverly Singleton



The Agent-In-Charge in Lee County is Beverly Singleton. Beverly has been with the Department for 17 years and has served in many capacities in the Sumter County office. She was a Court Agent, Public Service Coordinator, Drug Court Liaison, Vocational Rehabilitation Liaison, and Team Leader for the past 11 years. Beverly graduated

from St. Leo University, Sumter campus in 1994. She states she is looking forward to her new position as Agent-In-Charge of Lee County. Beverly has resided in Lee County for the past 20 years, she says that it feels good to work in your home county. "I know with my hard work and persistence, I can make a positive impact on Lee county."

Keith Crossland



Keith Crossland was selected as the Agent-In-Charge for Bamberg County. Keith has been with the Department for 13 years where he served as a Caseload Agent, Sex Offender Agent, GPS Responder and Team Leader in Aiken County for the past 6 years. Keith graduated from The Citadel in Charleston in 1999. His

leadership experience and Departmental knowledge will serve the offender population and Bamberg County well. When asked about the position Keith replied, "I look forward to serving the State of South Carolina and the citizens of Bamberg County as the Agent in Charge. In addition I look to continue working closely with local law enforcement to supervise those under our departments care and to assist the victims whose lives were impacted."

Virginia Sears



A College of Charleston graduate, Virginia (Ginny) Sears was selected as the Agent-In-Charge for McCormick County. Ginny has been with the Department for 18 years where she served as a Supervising Agent and GPS Responder. Most recently, she served as a Team Leader in the Greenwood County office. Ginny brings a wealth of knowledge in field experience

and program initiatives to this position. Her high energy and dedication to the job will be of great value to the staff and offender population in McCormick County Virginia adds "I am very grateful for this opportunity and am looking forward to serving in this new capacity. I have met many of our community partners and everyone has made me feel so welcome." Virginia is married to PPP Agent Phillip Sears of Abbeville County.

Angie Salley



Angie Salley is the new Agent-In-Charge for Saluda County. Angie has been with the Department for more than 21 years where she began her service as an Agent in the Lexington and Richland County offices. Most recently, she served as a statewide Program Coordinator for many of the Department's field programs (Public Service Employment Program-PSEP;

Parole Employment Program-PEP; Electronic Monitoring-EM; Deoxyribonucleic Acid-DNA; and compiling of Compliance Credits. She served as the outgoing President of the South Carolina Probation and Parole Association. In 2008, she was selected as PPP Central Office Agent of the Year and in 2011 she was awarded the Grady A. Wallace Excellence Award by the South Carolina Probation and Parole Association. Angie brings a wealth of knowledge and experience to this position.



Over-the-Counter Overdosing?

To avoid giving too much or too little of a medicine, use these tips from the FDA:

Always follow the directions on the Drug Facts label.

Read the label every time before you give the medicine.

Know the “active ingredient” in the medicine. This is what makes the medicine work and it is always listed at the top of the Drug Facts label. Make sure, if you’re taking more than one medicine such as to treat a cold and a headache, that both don’t have the same active ingredient. You could be taking twice the normal dose.

Give the right medicine, in the right amount. Medicines with the same brand name can be sold in different strengths, such as infant, children, and adult formulas. The dose and directions also vary for children of different ages or weights. Always use the right strength and follow directions exactly.

Know the difference between a tablespoon (tbsp) and a teaspoon (tsp.). A tablespoon holds 3 times as much medicine as a teaspoon.

Know your child’s weight. Dosage amounts for some medicines are based on their weight. Never guess how much to give your child or try to figure it out using instructions for the adult dose.

Talk to your doctor, pharmacist, or nurse to find out what mixes well and what doesn’t. Some medicines should not be taken with other medicines, vitamins, supplements, foods, and beverages.

Prevent a poison emergency by always using a child-resistant cap. Relock the cap after each use. Be especially careful with any medicines that contain iron. They are the leading cause of poisoning deaths in young children.

Store all medicines in a safe place. Some are tasty, colorful, and many can be chewed. Store all your medicines and vitamins out of your child’s (and your pet’s) sight and reach.

Check the medicine 3 times before using. First, check the outside packaging for cuts, slices, or tears. Second, once you’re at home, check the label on the inside package to be sure you have the right medicine and that the lid and seal are not broken. Third, check the color, shape, size, and smell. If you notice anything unusual, talk to a pharmacist before using.

Source: “Healthy Life Letter,” American Institute for Preventive Medicine, November, 2012

Submitted by: Human Resources

Internal Audit — What? Why?

The term ‘audit’ is one that can invoke a myriad of emotions ranging from apprehension – fear of what is coming or about to happen, to feelings of anticipation – expecting and looking forward to what is coming. The former emotion is typically the first response to an ‘audit’ but with a better understanding of the purpose, procedure and the benefits that an audit provides, apprehension can quickly turn to anticipation when the spotlight is on you.

An audit is defined as an unbiased examination and evaluation of the the financial records of a company, organization or individual. Internal auditors are employees of the companies that they audit .

The Office of Internal Audit (OIA) conducts organized reviews of the Department’s control processes such as policies, procedures and records then evaluates performance given the plans, policies and procedures. The internal audit helps manage the risks associated with the substantial sums of money collected and disbursed by the Department on a daily basis. Financial compliance or non-compliance is based on patterns and procedures of historical and current data gathered by observation, calculations, inquiry, inspection and comparison. The data

is systematically analyzed for possible errors or irregularities and afterwards, the auditors’ independent opinions are compiled into an internally published report.

The results of an internal audit answer the basic question - are we adhering to our own established mandates and guidelines in the way that we do business? Every employee plays an important part in the Department’s internal control system and each program should ensure that internal controls are documented, operating as intended and kept current within his/her own office, division, and the Department as a whole.

An internal audit can provide reasonable assurance to management that risks are studied and that effective systems are in place to handle them. Management as well as operation staff can use this information to evaluate and implement necessary measures to meet their objectives. The OIA is committed to providing service and support to all operations within the Department.

*Submitted by: Lisa R. Hawkins,
Director of Internal Audit, Administration*

Financial Talk: Updates to Policies 601, 602, & 603

In the past few months many departmental policies have been revised to include three policies in the Fiscal Management series. Below are highlights of some of the changes/revisions.

Changes/Revision to Policy 601:

The Conditional Discharge Fee Account is payable to the Clerk of Court. An Administrative Monitoring (AM) Fee Account is created when an AM Order is created.

An Administrative Monitoring Collective Account is created when a balance is due on any restitution or supervision fee account.

An Administrative Monitoring Fine Account is created when a balance is due on any non-monetary account to the Clerk of Court.

Changes/Revisions to Policy 602:

Compliance Credits are awarded to

qualifying offenders to reduce supervision time.

NEW -The "CJ Reverse" transaction can be used to correct a Civil Judgment posting error on an account. Civil Judgments can be requested on Jointly and Severally cases even if other co-defendant's are actively paying.

NEW -The Satisfaction of Civil Judgment Template, Form 1464, is now available on PPP net.

Any restitution account open or closed associated with the same victim/victim account will now receive co-pays when a credit is posted to the victim account. Ensure that victim accounts are created with a 'Minimum Payout' amount of at least \$1.00 or victims will not receive any payments.

Request for Restitution By a Third Party should be coordinated with Trust Accounting.

Changes/Revisions to Policy 603:

Ensure offender SID numbers are included on all money orders and cashier's checks.

Refrain from using employee names in comments, etc. Use initials, if necessary.

NEW-The Exempt transaction can now be used on Court Ordered Fines/Surcharges when exempted by a Judge.

Run the Active Overpayment Report monthly and transfer overpayments to other active accounts with balances due, when applicable.

Run the Inactive Overpayment Report monthly to ensure offender refunds are being processed promptly.

Administrative staff is not allowed to make bank deposits alone, at any time.

*Submitted by: Susan deMoya
Administrative Services*

The Legal Eagle Focus

Evidence-Based Violation Strategies have continued with the participation of Administrative Hearings Director, Heyward Hinton and other delegates who recently traveled to Austin, Texas to review their "Risk-Based Progressive Sanctions and Incentives Model".

Additionally, Chief Hearing Officer Kay Hudson and other delegates were invited by the Pew Foundation to travel to New Orleans, Louisiana for further discussion on related topics. Taking advantage of these opportunities to accumulate more in-depth knowledge and expand on best practices to implement a comprehensive violations matrix is essential. Mr. Hinton shared that many similarities were found between the Travis County Adult Probation Department and SCDPPPS violations models. He also identified initiatives and processes used by Travis County which could be implemented in our current violations model to enhance and elevate successful supervision and develop more targeted sanctions. Some of these processes were further explained during a visit to a local County Unit. The new information Heyward and Kay learned will be shared with the Administrative Hearings Committee at their next meeting.

As gatekeepers to the Court, Parole Board and SCDC, Administrative Hearings Officers have a unique

responsibility to ensure the success of the violations process. In a recent staff meeting, Administrative Hearing Officers were asked to answer very thought provoking questions; *Why do we do what we do?; Do you think what we do is necessary? Why?; Do you think our section is important to the violation process?; What are your true and honest thoughts on these topics?.* These questions generated an in-depth round-table discussion among the Hearing Section staff. This discussion demonstrated unwavering passion and commitment of the Administrative Hearing Officers for the work they do as a reflection on the Agency, the success of our clients and all stakeholders. It was evident by the Hearing staff's responses that what we do is essential to ensure utilization of evidenced-based practices within the violations process fostering work which truly meets the Agency's mission.

As we spend time with our families and loved ones during the holidays, the Hearing Section encourages you to practice the "V" reflected in the December Standard of the Month: Customer SERVICE – VALUE the importance of our work, relationships, and ourselves. HAPPY HOLIDAYS!!

*Submitted by: Deon Wilform
Administrative Hearing Officer, Pardons and Paroles*

Promotions

May 2, 2012—December 2, 2012

Tony Anderson - Team Leader (Greenville)
 Jennifer Brice - Comm. Resource Coordinator (Field Programs)
 Derek Brown - Regional Director
 Marcella Brown - Parole Examination Supervisor
 Matthew Cain - Network Consultant
 Keith Crossland - AIC (Bamberg)
 Natasha Days - Team Leader (Richland)
 Susan DeMoya - Trust Accounting Manager
 Amanda Donald - Team Leader (Pickens)
 Richard Fletcher - Team Leader (Sumter)
 Andrea Fogle - Victim Services Specialist (Orangeburg)
 Brian Miller - Network Manager
 Robert Mitchell - Deputy Director for Pardons & Paroles
 Larry Patton, Jr. - Program Coordinator II (Field Programs)
 Alicia Richardson - Comm. Resource Coordinator (Field Programs)
 Angie Salley - AIC (Saluda)
 Virginia Sears - AIC (McCormick)
 David Simmons - AIC (Newberry)
 Beverly Singleton - AIC (Lee)
 William Speaks - Program Manager I (SD&IT)
 Jason Summers - Parole Examiner
 Ellicia Thompson - Procurement Manager
 George Whitehead - Program Coordinator II (Executive Programs)
 Quincy Williams - Network Field Services Manager (SD&IT)
 Toyya Williams - ISC Agent
 Renee Wingfield - Trust Accounting Supervisor

New Staff Attorney

Nicole Wetherton



We welcome our new staff attorney Nicole Wetherton. Nicole, a Greenville, South Carolina native is a graduate of Wade Hampton High School. She obtained her Bachelor of Arts from University of South Carolina and a Juris Doctor

from Duquesne University School of Law. Ms. Wetherton is a licensed attorney in both South Carolina and Pennsylvania. She has worked as both a defense attorney and as a prosecutor. While residing in Pennsylvania she worked in the Post-Conviction Unit and provided legal assistance to the Investigations Unit on various cases. Nicole is married and had one child. Nicole returned to South Carolina to be closer to family. She is anxious to get to know the faces of PPP and become a member of the PPP family.

*Submitted by Kay Hutson,
 Chief Hearing Officer, Pardons and Paroles*

2012 Retirees

We wish a fond farewell to our retirees. You will be missed. Thank you for your years of service.

Jacqueline Baker	Laurie Smith
Timothy Bright	Thomas Smith
Carolyn Brownlee	Polly Smith
Ellen Haire	Tommy Suber
Jonathan Howell	Norma Thomas
Jay Lemacks	Robbie Weeks
Tammy Mooror	Christopher Wells
Eric Reed	Rosa Williams
James Richardson	Susan Williams
Anthony Rivers	Curtis Wright
Karen Smith	

New Hires

September—November 2012

Daniel Alspach – Dorchester County
Kristin Cosby – Laurens County
Gayle Dover – York County
Kayla Edmonds – Spartanburg County
Bryant Gibson – Pickens County
William Giles – Greenwood County
Kalaina Jackson – Greenville County
Laura Krautler – Richland County
Jason Nettles – Greenville County
Tina Plyler – Lancaster County
Chester Sessions – Charleston County
Jonathan Simpson – York County
Kitwanda Smith – Fiscal Management
Meagan Stone – Greenville County
Mary Walden – York County
Nicole Wetherton – Pardons and Paroles

Expungement vs. Pardon

When it comes to clearing a criminal record in the state of South Carolina, there are two options: Expungement or Pardon. There are many myths about both processes, the differences between them and who can grant them. The application process is sometimes thought to be complicated and very costly. They are sometimes confused as being the same and the question remains which process is in my best interest for cleaning my record?

The answer to these and other related questions can be given provided by the local Solicitors Office and the South Carolina Department of Probation, Parole and Pardon Services. Together with the local South Carolina Works offices, a collaborative partnership has been formed that is truly a one-stop- shop. Workshops have been conducted across the state to disseminate accurate information regarding both application processes. The audience has ranged from 20 participants to over 500 participants. Each workshop has been designed to give information regarding the application process, cost involvement, and how to be successful in getting an expungement or pardon.

The requests for the workshops have come from churches, non-profits, system partners, treatment providers and service providers. With the success of this year's "road trips", we will begin again in 2013 with the goal to cover the remaining counties.

To schedule a Pardon workshop, please contact the office of Executive Programs at 803- 734-9284.

*Submitted by: Jodi Gallman
Director of Executive Programs*

Career Fairs



FORT JACKSON JOB FAIR

Hundreds of military personnel turned out for an October job fair held at Ft. Jackson. The director's administrative assistant Loretta Goodwin assists a soldier in this photo.

THE CITADEL CAREER FAIR

Agent James Donnan represented the Department at the Fall Law Enforcement Career Fair at The Citadel in Charleston.



South Carolina Criminal Justice Training Conference Highlights

This year the South Carolina Correctional Association (SCCA), South Carolina Probation and Parole Association (SCPPA) and the South Carolina Law Enforcement Officers Association (SCLEOA) held its training conference in Myrtle Beach. The conference offered multiple professional training tracks focusing on the latest investigative techniques, information technology, correctional strategies, and evidenced based practices.

SCDPPPS employees honored at the Conference were Tammy Elsey from Berkeley County, who received the SCPPA Administrative Support Award; Sex Offender Management Program Coordinator Mitch Tucker, who received the Tommy Whiteside Distinguished Member Award; and Regional Director Derek Brown, who received the Grady A Wallace Excellence Award.



Tammy Elsey



Derek Brown



Mitch Tucker

*Submitted by: Pete O'Boyle,
Director of Public Information, Executive Programs*

SC NABCJ One-Day Conference Highlights

Thank you to all who attended the National Association of Blacks in Criminal Justice 19th Annual One-Day Training Conference presented by the South Carolina Chapter (SC-NABCJ) on Friday, December 7th and the Networking Reception on Thursday, December 6th, both held at the beautiful Brookland Banquet and Conference Center, West Columbia, South Carolina. As registration and attendance totaled one-hundred sixty-one, up from previous years, this Conference was indeed another tremendous success. The Networking Reception was attended by Blythewood High School Senior, Brittney Lyles who is currently shadowing the Administrative Hearing Section for the Blythewood High School Community Internship Program. Ms. Lyles stated the reception was, "...welcoming and fostered consciousness of my demeanor among adult professionals. I was also able to practice professional introductions and engaged in informative conversations with persons in my desired career of Criminal Justice."

The morning began with greetings from other law enforcement agency heads or designees. Each agency pledged their continuous support of the conference and the work of the SC-NABCJ chapter. The general morning session included Retired SCDC Captain Robert Johnson who shared his tragic yet poignant testimony on officer safety. He cautioned law enforcement professionals to never take for granted "...your work will not follow you home". He challenged us to stay committed, prepared, and have a plan in place for our survival and safety of our loved ones. He re-iterated, that if we fail to be vigilant toward our safety, we could "...gamble and lose".

Other concurrent morning and afternoon sessions focused on

topics of addressing and dealing with change, gang trends, leadership, ethics and retirement. A special forum with law enforcement professions for students was proved to be very informative and interactive as SC State University Student delegation of SC-NABCJ served as Moderators for the concurrent sessions.

A special thank you to SCDPPPS Director, Kela Thomas, who reminded us that as law enforcement professionals our present and future success requires new initiatives and innovative ideas. Therefore, "Renewing our Commitment, Creating Pathways to the Future" will require our undivided attention! With renewed commitment toward purpose and cause in our careers and personal endeavors, it will help us to stay the course.

If you were unable to attend the SC-NABCJ Conference this year, mark your calendar for next year, Friday, December 6, 2013. Membership is not required to attendance to any conference, but membership has its privileges...JOIN NOW. Log on to www.nabcj.org or contact SC-NABCJ Charter Member, Past President, State Probation/Parole Board Representative and Recruitment/Retention Committee Chairperson, Thomas Scott at TScott@ppp.state.sc.us for more information. You also have the opportunity to make plans to join the South Carolina Chapter of NABCJ for the upcoming National NABCJ Conference to be held in Little Rock, Arkansas July 21-25, 2013. For more information on this event and payment plan options, log onto www.nabcj.org.

*Submitted by Deon Wilform,
Hearing Officer, Paroles and Pardons*

CODE: Connecting Our Deployed Employees

There are three employees from SCDPPPS who are deployed in Kosovo. They have separate duties but share the same mission of providing a safe and secure environment in Kosovo with the freedom of movement for everyone.

Staff Sergeant Herbert Blackwell from the York County Office is one of the Senior Military Police.

Staff Sergeant Salomon Lugos-Daza from Lexington County is the Close Protection Team Non Commissioned Officer In Charge for the Command Group. His main duties are to protect the Battle Group Commander from assassination, kidnapping, injury, or embarrassment.

Major Hardy Paschal, Greenville Agent-In-Charge is the Joint Law Enforcement Liaison Team Chief. His team conducts liaison duties for the Multi National Battle Group to facilitate the flow of information between law enforcement agencies.

They are doing fine as the weather in Kosova turns drastically cold.

Meanwhile, Sgt. Ricky Padgett is performing his duty stateside. He welcomes your correspondence.

Your e-mails, cards and letters would be appreciated from the PPP Family during the upcoming holidays.

Let's continue to keep them in your thoughts and prayers.

Reach them at:

Hardy Paschal: Hardy.Paschal@us.army.mil

Ricky Padgett: ricky.padgett@us.army.mil

Salomon Lugos-Daza: sallugos@hotmail.com

H.A. Blackwell: HA_Blackwell@hotmail.com

Happy Holidays to our Hometown Heroes. We send you special greetings from your PPP family.

*Submitted by Hardy Paschal, Greenville County AIC
and
Jodi Gallman, Director of Executive Programs*

Halloween 2012 Curfew Stats

Thank you to the 177 Agents who participated to make the evening a little safer for the citizens of South Carolina.

558 Residence Checks	240 Office Surveillances
213 Telephone Contacts	3 Arrests
5 Sanctions Imposed	



Deployed employees Sal Logos-Daza, Hardy Paschal, and H. A. Blackwell take a minute to catch up while on assignment in Kosovo.

Social Networking Reminder

Now, that all staff have received the Department's Professionalism Training, it is imperative that you conduct yourselves accordingly. Your attention is called to the use of the Social Networking in and beyond the workplace. The personal use of social networking can have bearing on departmental personnel in their official capacity. As such, the social networking policy provides information of a precautionary nature as well as prohibitions on the use of social networking by department personnel. Employees who engage in prohibited practices are subject to disciplinary sanctions up to and including termination of employment. If you are using social networking sites, please make sure they are in compliance with SCDPPPS Policy and Procedure 234.

*Submitted by Human Resources,
Administration*

Absconder Project: Operation Clean Streets

Operation Clean Streets is a concentrated effort established to reduce our total number of absconded offenders. We began this initiative in August, 2012 and have seen a total statewide reduction of 371 absconded offenders. This success is attributed to the efforts of all counties locating offenders through internet searches, combined warrant sweeps and safe surrenders. There were several warrant sweeps held in Cherokee, Greenville, Richland, Spartanburg and York counties. Many of these sweeps were aided by the collaborative efforts of local law enforcement. Anderson, Greenwood and Oconee held "Safe Surrender" dates in which offenders with minor violations were encouraged to turn themselves in to authorities to resolve their outstanding warrants. These counties used the local media outlets to promote these operations.

As part of this Operation, a task force was developed to help facilitate the service of these warrants, review cases for closures per Policy 704, and to decrease the number of absconded cases by working through partnerships. Task force members included Assistant Deputy Director Clift Howle, Director of Special Operations Randy Bumgarner, Regional Director Margarette Parrish, Agent-In-Charge Jerry Hamberis, Agent-In-Charge Antonio

Vaught and Probation and Parole Agent Christian Adams.

SLED, a principal partner, allows the use of their resources to help locate our offenders. The overall goal of this effort is to produce a 30% reduction of statewide absconded offenders by the end of the year. We are well on our way to this goal and appreciate the efforts of all staff to ensure we are successful.

To further assist local offices in the search for absconders, the following sites provide free services. The websites are:

www.ZabaSearch.com

www.skipease.com

www.spokeo.com

www.blackbookonline.info/People-Search-Free.aspx

www.omnitrace.com/find-people-free/people-search-websites-white-pages/

www.peoplefinder.com

www.peopleferret.com/

www.brbpub.com/free-public-records/

www.intelius.com

*Submitted by Margarette Parrish,
Regional Director, Field Operations*

It's All About the Details: Writing Tips for Successful Adjudication

The Due Process Clause of the 14th Amendment requires an informal hearing to give assurance that the finding of a violation is based on verified facts. There are several minimal requirements provided under this Due Process clause. The first of these is "written notice of the claimed violations". When it becomes necessary to issue a warrant, citation, or notification, you must adhere to the minimum requirements of the Due Process Clause by being clear and precise as to what violations you have alleged. Take a look at the examples below:

Inadequate charge: Subject was convicted in Court of Burglary and got 8 years.

Appropriate charge: Subject was convicted in Richland County General Sessions Court for Burglary (Indictment 12-GS-47-1234) on November 4, 2012 and received a sentence of 8 years.

Inadequate charge: Subject failed to report.

Appropriate charge: Subject failed to report as directed August 5, 2012, September 5, 2012, and October 5, 2012. Subject has made no reports to the probation office as

directed since July 5, 2012.

Inadequate charge: Subject failed to pay monies.

Appropriate charge: Subject failed to pay restitution and supervision fee as instructed. Subject is currently in arrears \$500.00 on restitution and \$150.00 on Supervision Fees.

Inadequate charge: Subject failed to abide by EM.

Adequate charge: Subject failed to abide by his Electronic Monitoring schedule by being out of place on November 2, 2012 at 12:00 am, November 3, 2012 at 11:54 pm, and on November 6, 2012 at 5:00 am.

The defendant has the absolute right to know the specific charges placed against them. This enables them to prepare a defense. The details of violations also enable coworkers, supervisors, attorneys and adjudicators to clearly see the allegations and act appropriately. A few minutes of detailed work on the issuance of process makes a huge impact on the end results.

*Submitted by: Kay Hutson,
Chief Hearing Officer, Paroles and Pardons*

**South Carolina
Department of
Probation, Parole and
Pardon Services**

THE INFORMER is a quarterly publication of the South Carolina Department of Probation, Parole and Pardon Services (SCDPPPS). Articles may be reprinted without permission, however proper credit is requested for any material used. *THE INFORMER* solicits photographs and articles from SCDPPPS staff. These along with any inquiries or comments should be directed by e-mail to Informer Editor, Jodi Gallman at jgallman@ppp.state.sc.us.

The Honorable Nikki Haley
Governor

Kela E. Thomas
Director

Jodi Gallman
*Director,
Office of Executive Programs
Newsletter Editor*

Arnise N. Moultrie
*Office of Executive Programs
Newsletter Designer*

AGENCY MISSION

To **prepare** offenders under our supervision toward becoming productive members of the community;

to **provide** assistance to the victims of crimes, the courts and the Parole Board; and

to **protect** public trust and safety.

AGENCY MOTTO

PREPARE, PROVIDE

Mark Your Calendars for These Upcoming Events

DECEMBER

December is **National Drunk and Drugged Driving Prevention Month**, a time to raise awareness about the consequences of driving under the influence of alcohol and drugs. At PPP, we support this effort yearly. To show your individual support, you can tie a red ribbon on your antenna. Be safe and use a designated sober driver during your celebrations.



This is also **National Safe Toys and Gifts Month**. When you select that favorite toy, remember to consider the safety and age-range of the toys. To prevent injuries read the labels, and choose your gifts based on the children's skill and abilities. Have A Safe Holiday!

JANUARY

January is **National Blood Donor Month**. Consider participating in blood drives in your area. Together, we can continue to make a difference by giving blood to save lives. If you are visiting Central Office, January 9th, you are welcomed to donate blood. See you then!

This is also **National Mentoring Month**. The Department joins other organizations in recognizing those men and women who positively impact the lives of those we supervise. By joining forces with our community partners, we can better assist with the offender reentry process. Mentoring Works! Volunteer as a mentor in your community.

FEBRUARY

February is **National American Heart Month**. Show your support by wearing red on February 1st – National Wear Red Day – to increase awareness of the number one leading cause of death in South Carolina.



PPP Book Nook

The PPP Book Nook is designed to bring you thought-provoking, inspiring, and motivating books that can encourage you to reach new heights in your professional and personal life. You are encouraged to submit books for review that we may share in future issues of The Informer. Enjoy!

To Bee or Not to Bee: A Book for Beeings Who Feel There's More to Life Than Making Honey

Author: John Penberthy

To Bee or Not to Bee is a wonderful story of the journey of Buzz, a bee who is searching for answers. Often times in life, we find ourselves asking questions about our own lives, looking for answers, trying to understand the reason and purpose. Have you ever thought, there must be a better way? Written in a story format, this book takes you on a journey, gives you advice and suggestions that may help you to answer some of your own questions. Some poignant quotes from the book include:

- "I've found that I have much better results controlling my own mind - which ultimately determines my experience - than trying to control everything else."
- "Success is simply beeing on your path. Only through experience can we expand beyond our limited bee perspective and start to see the larger picture of things."
- "Life is too important to be taken so seriously."
- "The problem, though, is that most folks are either too lazy or proud or bound by tradition to face up to the need for change."

Source: <http://www.wow4u.com/tobee/index.html>